

# Carbon Reduction Plan

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## 1 Commitment to achieving Net Zero

Tribal Group Plc, and all subsidiaries is committed to achieving Net Zero emissions by 2050.

Tribal Group’s commitment to improving its performance in relation to environmental, social and governance (ESG) issues is long-standing and well established. We believe the credibility and longevity of any business goes beyond pure financial gain; a principle demonstrated by our mission to empower the world of education and supported by our strong values-based culture.

Though we focus on a wide range of matter which affect our stakeholders, in early 2021 we formalised six priority areas for the Group going forward. Each area has key initiatives and objectives for the coming year and appropriate ownership from across our Executive Management Team. We have also demonstrated where these priority areas align with the UN’s Sustainable Development Goals (SDGs).

Ultimate responsibility for Tribal Group’s ESG performance lies with the Board, who receive regular updates on the key initiatives from relevant owners.

## 2 Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

The figures below are based on the SECR reporting requirements in the UK and includes emissions data categorised as follows:

Scope 1 – direct emissions including company-owned vehicles

Scope 2 – indirect emissions from energy purchased

Scope 3 – emissions from private vehicles for business use

<b>Baseline Year:</b>		<b>2019</b>		
Additional Details relating to the Baseline Emissions calculations:				
Our carbon emissions are calculated using all data from our UK operations, in line with SECR reporting requirements.				
Area	Category	Sub-category	2019 consumption	Units
Electricity	Electricity	Purchased electricity	796,878	kWh
Gas	Stationary combustion	Natural gas	84,544	kWh
Transport fuel	Combustion of fuel used in personal cars on business use		6,014,506	kWh
<b>Baseline year emissions:</b>				
<b>EMISSIONS</b>		<b>TOTAL (tCO<sub>2</sub>e)</b>		
Scope 1		47.04		
Scope 2		180.65		
Scope 3 (including Sources)		739.31		
<b>Total Emissions</b>		<b>967</b>		

## 3 Current Emissions Reporting

Tribal Group have adopted 2019 as the baseline year for reporting due to the pandemic in 2020/2021 which saw global energy use fall and carbon dioxide emissions decline in 2020 in consequence.

Emissions returned to their upwards trajectory and in December 2020 were about 2% higher than in 2019, before the pandemic. (Source – United Nations)

### 3.1 2021 energy consumption

Area	Category	Sub-category	2021 Consumption	2020 Consumption	2019 Consumption	Change (from base year)	Units
Electricity	Electricity	Purchased electricity	469,517	464,912	796,878	-327,361	kWh
Gas	Stationary combustion	Natural gas	133,536	63,944	84,544	48,992	kWh
Transport fuel	Combustion of fuel used in personal cars on business use		54,981	65,807	6,014,506	-5,959,525	kWh

### 3.2 Scope 1,2 and 3 intensity ratio

Year ended 31 December 2021	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	2.48	99.69	14.73	<b>116.90</b>
Percentage	2%	85%	13%	<b>100%</b>
Emissions intensity relative to revenue (tCO2e/£m)	0.03	1.24	0.18	<b>1.45</b>
Emissions intensity – per head basis	0.003	0.102	0.015	<b>0.120</b>

Year ended 31 December 2020	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	11.76	108.39	55.67	<b>175.83</b>
Percentage	6%	62%	32%	<b>100%</b>
Emissions intensity relative to revenue (tCO2e/£m)	0.16	1.48	0.76%	<b>2.41</b>
Emissions intensity – per head basis (950)	0.013	0.124	0.064	<b>0.201</b>

Year ended 31 December 2019	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	47.04	180.65	739.31	<b>967</b>
Percentage	5%	19%	76%	<b>100%</b>
Emissions intensity relative to revenue (tCO2e/£m)	0.6	2.5	9.4	<b>12.5</b>
Emissions intensity – per head basis (850)	0.054	0.206	0.844	<b>1.104</b>

## 4 Emissions Reduction Targets

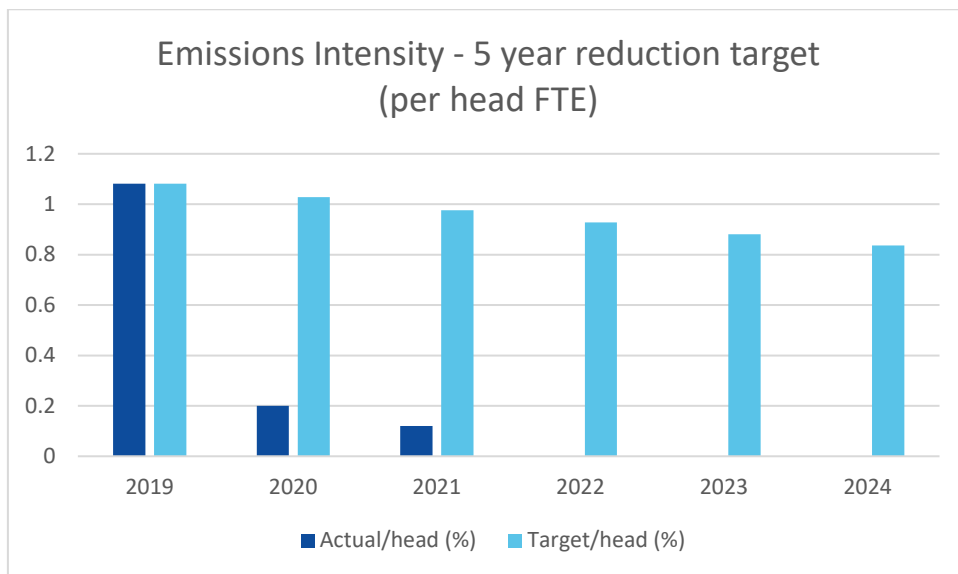
#### Our core tenets

We believe our solutions have the potential to make a positive impact within the education sector in two key areas: increasing student well-being, diversity, and success, whilst supporting the drive by the sector to lower carbon emissions.

Educational institutions are also increasingly conscious of the role they can play in the global drive towards the education of carbon emission. We believe the move from the use of servers running localised versions of our software on site at our customers (our traditional SIS offerings), to our next generation offerings, hosted within larger datacentre (Tribal Group’s Cloud and Edge) will not only free our clients from the burden of running their own IT systems, but also reduce the overall power consumption required to deliver this technology.

### 4.1 5-Year Targets (2020 – 2024)

- **Air Travel** – reduce CO2e from air travel by 25% per head (FTE)
- **Supply Chain Management** - work with 30% of our suppliers over the next 5 years to support sustainability throughout our supply chains.
- **Electric Vehicles – Salary Sacrifice Scheme** – support 10% of employees will participate in the salary sacrifice e-vehicle scheme, launched in November 2021, within the first 2 years.
- **E-Charging Network** - Work with our landlords to install EV charging points at our offices, with the target that every UK office will have EV points installed over the next 5 years.
- **UK (SECR) Energy Carbon Reduction** - reduce our Scope 1,2 and 3 Carbon Emissions in the UK by 5% over the next 5 years (per head basis/FTE).



**Global Carbon Reduction** - We will continue to focus on sustainability throughout our global operations, and work to bring all territories in line with UK operations with regard to energy efficiencies and carbon reduction measures.

**Global Carbon Footprint** – We will widen our reporting to include all Scope 3 emissions, including Supply Chain information.

## 5 Carbon Reduction Projects

### 5.1 Completed Carbon Reduction Initiatives

Though the pandemic of 2020-2021 has allowed us to improve our performance in many of these areas, we are determined to change behaviour on an ongoing basis so that such improvements can continue in the long term.

**Key Initiative: Reduced travel with carbon offset: ongoing**

The ongoing impact of the pandemic requiring remote working and virtual meetings meant our travel continued to reduce in 2020-21. As part of our target to reduce air travel by 25% per head over the next five years, we issued travel guidelines and a travel mindfulness framework to all employees in July 2021. To

oversee this, we hired a Global Travel Manager in October 2021 who has helped to refresh our global travel policy to ensure the continuing adoption of a “remote first” model for service delivery.

In addition, in November 2021, we introduced an E-vehicle salary sacrifice scheme for staff with the aim of having at least 10% of employees using the scheme by the end of 2023. Although many of our employees have already changed their contracts to stay as remote workers permanently, where travel cannot be avoided, we continue to look for new ways to offset our emissions with reductions elsewhere.

**Key Initiative: commitment to minimal paper - now met**

We are focussed on finding ways to reduce our overall resource consumption.

By the end of 2021, we met our commitment to going paperless, a key initiative we had launched in 2020, by ceasing or reducing contracts will all printer photocopiers globally to minimum operational levels. We have also continued to invest in equipment that will significantly reduce our need for printing when delivering our services.

In the UK this has reduced our CO<sub>2</sub>e from 2.8Kg CO<sub>2</sub>e in 2019 to <0.2k Carbon Kg from printing, saving over 46,000 sheets of paper.

**New Key initiative: cloud consumption**

Now that we have met our paperless initiative, we are switching one of our focus areas to cloud computing consumption. This year we had hired a Cloud Optimisation director to oversee our cloud computing consumption in 2022. This is to ensure we are not wasting energy by having too many servers running that we do not need.

Tribal Group’s cloud hosting providers, Amazon Web Services (AWS) and Microsoft, are also committed to building a sustainable business for customers and the planet. AWS is on path to achieve 100% renewable energy by 2025 and as the world’s largest corporate buyer of renewable energy, Amazon uses new renewable energy on the electric grid in Europe to help power its business operations. Microsoft has been carbon neutral across the world since 2012 and commits to be carbon negative by 2030. Its goal is to promote sustainable development and low-carbon business practices globally through its cloud-enabled technologies. Using cloud providers who are also committed to reducing carbon emissions, Tribal Group expects to see a positive impact on its global server usage and thereby that of its customers going forward.

#### 5.1.1 Previously Completed Carbon Reduction Initiatives

- Optimising and aligning operation of aircon units with the operational hours of the business.
- Increased server room temperature.
- Optimising aligning the hours of condensing boilers with the operational hours of the business.
- Ensuring there is no active heating and cooling running at the same time.
- Repair existing assets such as fans, PIRs, window sealant.
- LED installations

## 6 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>i</sup> and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#).

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>1</sup>.

**Signed on behalf of the Tribal Group Plc:**



Mark Pickett  
 Chief Executive Officer  
 Date: 18<sup>th</sup> August 2022

## 7 Mandatory Document Controls

### Approval

<b>Document approved by:</b>	Chief Financial Officer	
<b>Date of approval:</b>	18 <sup>th</sup> August 2022	
<b>Review Requirement:</b>	Annual	or sooner if required

### Document History

Version Number	Date	Comments	Created reviewed or updated by
v1.00	August 2022	First external version - updated with 2021 figures	Property Manager

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